

# PROVIDENCE

Position Description: Youth Director

Hiring: Summer 2025

## POSITION OVERVIEW

The Providence Youth Director will provide oversight and leadership to our growing youth ministry (6<sup>th</sup> grade through 12<sup>th</sup> grade). The mission of Providence Youth is to mold students into lifelong disciples of Jesus, which we pursue in three primary ways:

- 1) Create and cultivate environments where students build healthy, Christ-centered relationships around the Word of God.
- 2) Come alongside parents to help equip and encourage them in their calling to disciple their teenage children.
- 3) Engage non-Christian students evangelistically by equipping our students to have prayerful missional influence among their peers.

We are seeking a leader who has the vision and skill to coordinate and lead a theologically rich, biblically grounded, gospel-fluent youth ministry. The ideal candidate is someone who loves the Word of God, enjoys connecting with students, excels in building systems and teams, knows how to develop leaders, and feels called to lead, teach, and serve in the local church. The Youth Director will be part of the Providence staff team, engaged in the overall mission of the church, and report directly to the Executive Pastor.

## POSITION RESPONSIBILITIES

First and foremost, the job is directing a ministry that currently serves 65 students and involves 15 volunteers (projected to double over the next 5 years!). The significance and complexity require not only a love for youth, but strong gifting in leadership, administration, wisdom, and communication. Primary responsibilities fall into three main categories:

### Oversight

- *Direction Setting:* Have a long-range view of things. With respect to things like curriculum, space, structures, staffing, new programming, thinking through where the church needs to go in youth ministry as it grows in size and maturity.
- *Vision Casting:* Keep the mission of Providence Youth before our team and our church. Inspire and mobilize volunteers and leaders around the mission. Encourage parents in their calling to disciple their teenage children. Celebrate and share stories of how God is at work in the lives of our students.
- *Operations:* Build out the structures and systems of Providence Youth to best serve this growing ministry. Plan, organize, and execute the full youth calendar: gatherings, retreats, equipping nights, parent meetings, volunteer training and appreciation nights, etc.

## Leadership

- *Leadership Development:* Establish a clear pipeline to effectively identify, assess, equip, affirm, and empower students to serve within the youth ministry and in the church at-large. Develop, train, and direct adult volunteers to serve as mentors and leaders to our students.
- *Shepherding:* Cultivate a gospel culture at every level (gatherings, bible studies, leadership, parent-engagement, etc.). Provide counsel and spiritual direction for youth. Engage in evangelism and discipleship among students. Encourage volunteers, meet with parents as needed, give constructive feedback, pray for and with people, and alert the elders to any situations that require pastoral attention.
- *Teaching:* Regularly lead gatherings, retreats, and parent equipping nights as needed. Seek out opportunities to teach students the Word of God and grow them in their love for the gospel.
- *Problem-solving:* Engage challenges with a positive attitude. Get feedback, don't be afraid to fail, look for creative solutions, and persevere. Propose new initiatives to engage high school students with the gospel.
- *Personal Development:* Grow as a leader within the local church, embracing a learning posture as you serve alongside the rest of Providence's staff team.
- *At-Large:* Perform other duties as assigned by the pastors.

## Administration

- *Communication:* Send out weekly emails and updates to volunteers, prepare and distribute all content and materials to necessary leaders and volunteers, update Youth policies and procedures as needed. Develop a plan to keep parents informed of vision and activities. Maintain youth ministry databases and records.
- *Supplies & Materials:* Keep all necessary supplies stocked and accessible, create and print materials, purchase new supplies and equipment, create organization systems, etc.
- *Volunteer Coordination:* Resource and keep all volunteers up to speed with everything they need to serve.
- *Budget:* Manage the youth ministry budget with the help and oversight of the Executive Pastor.

## IMPORTANT APTITUDES

- *Gospel fluency:* Can articulate the gospel of Jesus Christ, is personally growing in the gospel, and can apply the gospel to the lives of people. Understands the centrality of the gospel in all that we do as a church.
- *Biblical & Theological depth:* Loves the Word of God and can teach it effectively. Has a firm grasp of biblical, systematic, and practical theology.
- *Discipleship:* Ability and track record of making disciples of students.
- *Communication:* Has effective skills in verbal and written communication. Whether writing an email, teaching students, or equipping volunteers, it is done with clarity, warmth, and gospel-centrality.
- *Emotional Health:* Identity is rooted in Christ. Not afraid to fail. Able to give and receive constructive feedback. Not governed by the approval of others. Seeks to resolve conflict in a timely manner. Able to articulate needs, but also to focus on the needs of others.
- *High capacity:* Hard worker who pursues fruitfulness and excellence. Has the ability to manage a large number of details and volunteers, to develop systems that are efficient and intuitive, and to plan programs that help students grow in their discipleship to Jesus.

- *Relational warmth:* Enjoys and connects well with students. Comfortable being the spokesperson of Providence Youth, the one to whom others look. Confident relating to parents and volunteers. You are aware of how people experience you, both as a representative of Jesus and of the church.
- *Teamwork:* Commitment to working with teams of volunteers and leaders, as well as the Providence staff to effectively minister to the youth of our church.

## ESSENTIAL EDUCATION & EXPERIENCE:

- Bachelor's Degree
- Preferred: graduate-level theological education (can be currently in process)
- 3-5 years of experience in youth ministry

## COMPENSATION

- This is a full-time position with full health and dental benefits
- Competitive salary based on position group: Ministry Director